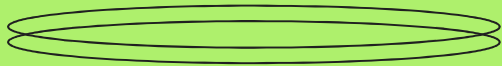


What Happens When I Report Sexual Misconduct?



The Path of a Student Report at UVM



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- UVM Policy prohibits Sexual Assault, Relationship Violence, Gender-based Stalking, Sexual Exploitation, and Sexual Harassment. UVM also has an affirmative consent policy, as detailed [here](#).
- AAEO staff will always offer supportive measures, regardless of what process of resolution - or decision for anonymity/no action request - you choose is best for you. (More info on last slide).



Some Frequently Asked Questions

What if I am worried about retaliation if I make a report?

UVM has a strict anti-retaliation policy. AAEO staff are available to help with safety planning and harm reduction if you have retaliation concerns.

If I make a report and there is not enough evidence for a finding, will I be accused of making a false report?

You will absolutely not be “in trouble” or accused of making a false report because your report does not yield a finding of policy violation. Even if there is a non-finding, this does not mean that AAEO staff does not believe in the sincerity of your report.

If there is no finding, what does this mean for me?

AAEO staff want to provide you with support resources regardless of the outcome of your report. Additional resources are always available to you to ensure your safety and access support services even if there is no finding.

If I reach out to the Title IX Staff, will there automatically be an investigation?

No; you can reach out to AAEO to discuss your situation, and you are given the choice of whether to pursue resolution or not. The path to making a report is outlined in the following slides.



Report Process Steps

01

Initial Intake
and Support

02

Review of Options

03

AAEO Investigative
or Alternative
Resolution

04

Hearing and
Decision-making

05

Appeals



01

Initial Intake



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First, the AAEO Outreach Coordinator will reach out to explain your options.

Support resources are always available, no matter what path you choose.*

*see the end of this slideshow for a list of some possible support resources staff can help to facilitate.

If you choose to pursue a resolution process, an investigator will conduct an interview with you.

During this interview and any AAEO meeting, you may bring a support person of your choice. AAEO can help you connect with someone for this purpose.

As part of the initial intake process, AAEO staff will also:

01

Evaluate safety, including your own and the UVM community.

02

Confirm required reports: In some cases, UVM Policy requires reporting to UVM Police and/or state protection services.

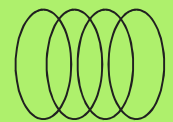
02

Review of Options



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AAEO staff will work with you to understand your options, and will help determine the appropriate resolution process which works best for you, if any.



The resolution options include:

01

University Resolution: You decide to pursue a formal resolution process, at which point AAEO will help you to determine the appropriate resolution option.

02

Anonymity/No Action Request: You decide *not* to pursue a formal resolution process through the Title IX process. At this point, AAEO will review this request with considerations of safety, and continue to support you in next steps and support resources you might want.

03

Reporting conduct to UVM Police Services for law enforcement purposes. (Safety planning is always available, regardless of participation in the criminal process)

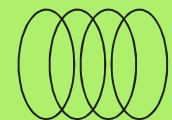
03

**Affirmative Action and
Equal Opportunity (AAEO)
Resolution Options**



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I've decided to pursue a UVM resolution (investigation or alternative resolution). What next?



01

Written notice of investigation or alternative resolution will be sent to both parties. (The person making the report is referred to as the **complainant**, and the person reported to have caused violated the policy is referred to as the **respondent**.)

02

Each party may select an **advisor of their choice** to support them through this process.

Here, you have 2 options:

A

Alternative Resolution*
(if appropriate for this case and initiated by the Complainant on a voluntary basis)

B

Investigative Resolution

Voluntary Alternative Resolution

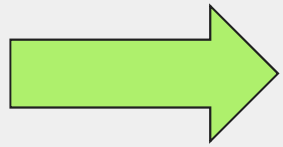


- Alternative Resolution allows both parties to reach a non-disciplinary, restorative resolution. This is in lieu of an investigation, and its goals are to remedy misconduct and prevent its reoccurrence.
- If both parties agree to the proposed resolution, they will sign a binding Written Agreement to the terms.
- **Options for Alternative Resolution include:**
 - Educational or personal development programming for the respondent
 - Acknowledgement of harm from the respondent via restorative processes
 - This is not an exhaustive list, and other methods are possible.
- If Alternative Resolution is unsuccessful, an investigative resolution may then be pursued.

B. Investigative Resolution



- The goal of investigative resolution is to determine whether a violation of UVM policy or Title IX Policy occurred.
- The **Investigator** compiles a **Record of Investigation** summarizing information from interviews with both parties, witnesses, and other sources. Both parties have the opportunity to review and comment on the Record, and they can propose questions for parties and witnesses. The Investigator then provides this record to the AAEO Director for review.
- The AAEO Director will confirm if events described in the report warrant a Title IX hearing, or can be resolved through AAEO Investigative Resolution. A Title IX hearing must occur if the reported conduct occurred after August 14, 2020 and in the context of an educational program or activity (e.g., on-campus misconduct by a UVM affiliate).

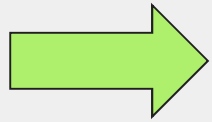


When a Title IX Hearing is Required

The final Record of Investigation will be forwarded to the **Center for Student Conduct (CSC)**, who will facilitate a live (usually virtual) hearing where both parties can ask questions for witnesses and the other party. A hearing advisor assists the parties to ask the questions.

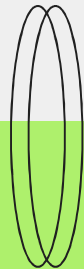
The **Adjudicator** hosts this hearing and will make a final decision on whether the policy was violated, and if so, what the sanction will be.





If a Matter Does Not Fall Under Title IX Jurisdiction (e.g., off-campus or occurring before August 14, 2020)

The Investigator will prepare a **Final Investigation Report** concluding and summarizing if there is sufficient evidence to report a finding of a policy violation. Sanctioning will be facilitated by the Center for Student Conduct when there is a policy violation.



04

Decision-Making and Sanctioning



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Decision-Making Paths

Title IX Sexual Misconduct

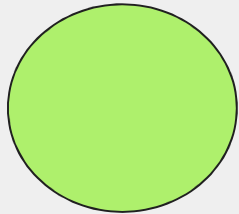
A hearing will be held. If the Adjudicator concludes the policy was violated, the Adjudicator and CSC will impose sanctions, included in the final **Written Report**

Non-Title IX Sexual Misconduct

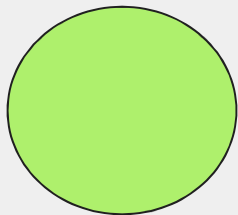
If an AAEO Investigator determines the policy was violated, the Final Investigation Report will be forwarded to the CSC to coordinate a **Sanctioning Meeting**. If the Investigator does not make a finding of policy violation, the Final Investigation Report will be forwarded to the **Dean of Students**.



What does it mean to have a “finding of policy violation”?



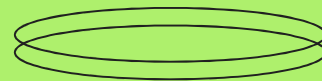
If there is a finding, the Respondent will receive sanctions appropriate for the conduct (determined by a CSC panel or the Title IX adjudicator). Support measures are available on an ongoing basis, regardless of outcome.



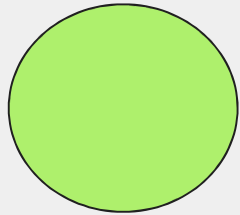
“No finding” means the investigator was unable to conclude a policy violation occurred, based on the information/evidence available. ” This does not mean that the complainant didn’t experience harm. Support measures are available on an ongoing basis, regardless of outcome.

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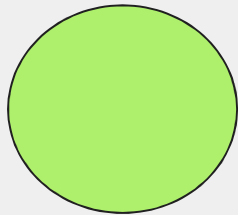
Appeals



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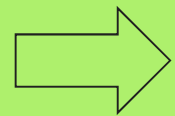
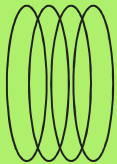
Either party may appeal the decision and/or sanctions - whether there is a finding of responsibility or not. Appeal rights and timelines are provided with the final report.



Decisions will be appealed to and reviewed by the **Appellate Officer in the Dean of Students Office**, and this decision will be final. The Appellate Officer will issue a written decision to both parties.

*What additional support measures are available?

A range of support resources are available, regardless of what process of resolution - or decision for anonymity/no action request - you choose is best for you.



Support Measures Include...

No Contact Orders

You may request a mutual no-contact order to limit contact with the other party.

Academic Flexibility

Including deadline extensions, remote class modality options, and more

Safety Measures and Planning

Including planning with police services

Parking Accommodations

AAEO can help to change parking locations to minimize contact.

Financial Aid

AAEO can work with Student Financial Services regarding concerns involving financial aid.

Counseling and Advocacy Services

AAEO can help with quick access to CAPS, HOPE Works or other support people.



Please reach out with any questions!

- AAEO Support Resource and Reporting Website

- General email:

AAEO@uvm.edu or online at uvm.edu/aaeo

- Nick Stanton, Director and Title IX Coordinator
nicholas.stanton@uvm.edu
- Taryn Moran, Intake and Outreach Coordinator
taryn.moran@uvm.edu

Confidential Advocacy:

HOPE Works: hopeworksvt.org or 802-863-1236 (24/7)

Special thanks to AAEO Student Intern Sabrina Fiore for assistance with this material!

